

To,

Ministry of Education

Department of Higher Education

F.No. 18-3/2022-U.5

Subject: Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Ref: 5913 dated 09/11/2022

Sir,

As per the above the ICC at UCMS conducted several activities during the period of 26th November to 10th December 2022. The details are as follows.

1. The ICC UCMS constituted by the institute consist of the following

Dr. Asha Tyagi, Dir. Professor, Department of Anesthesiology – Presiding Officer

Dr. Shukla Das, Dir. Professor, Department of Microbiology – Member

Dr Anil Kohli, Dir. Professor, Department of Forensic Medicine – Member

Dr. Chander Grover, Professor, Department of Dermatology – Member

Dr. Manish Gupta, Professor, Department of Physiology -- Member

Dr. Charu Jain, Assistant Professor, Department of Microbiology – Member

Mrs. Geeta Chawla. Stenographer, Principal office – Member

Dr Manpreet Kaur, In-charge, Library – Member

Dr. Vinita Gupta, GDMO, St. Stephans Hospital ---Member

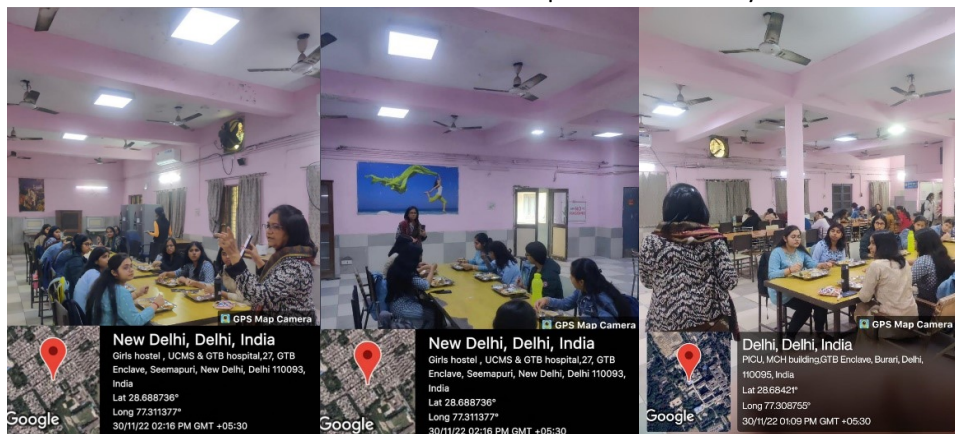
Student members(Divya, Sujeet, Ishita, Deepti, Akansha)

A Special drive-in was organized at University College of Medical Sciences and the following activities were undertaken:

1. Poster making competition on concerned theme was organized for undergraduate students. The activity helped garner awareness among the students regarding the topic. All the participants were awarded certificate along with cash prize for the winners (1st, 2nd, 3rd prize). The poster entries were displayed in the college foyer afterwards for public display and information



2. Sensitization sessions were taken for the undergraduate girls residing in MBBS girls hostel on 30 Nov 2022 by the ICC members. The girls were informed about the ICC members and the scope of the act. They were advised to bring forth any issue related to their experience. They were also informed about the student member who they can approach in case of any event or complaint. The hostel was found to be the ideal place for sharing such sessions as the girls were comfortable and were able to voice their opinion without any hesitation.



3. The committee members visited the Nursing college in the campus. Sensitization of more than 100 nursing students were done regarding the act. Posters of ICC members and the contact information was displayed in the premises for information. The nursing students make a huge part of the girl student residing permanently in the campus. Therefore, such a drive helped them understand their options in case of any sexual harassment faced by them or their colleagues.



4. The international day for elimination of violence against women on 25th November was remembered and the relevant poster were displayed.

INTERNAL COMPLAINT COMMITTEE FOR SEXUAL HARASMENT AT WORKPLACE*

University College of Medical Sciences, Dilshad Garden, Delhi -110095.

The Sexual Harassment of Women at Workplace
(Prevention , Prohibition, and Redressal "Act 2013") www.ucms.ac.in

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

"Sexual harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication):

- i) Physical contact and advances; or
- ii) a demand or request for sexual favours; or
- iii) making sexually coloured remarks; or
- iv) showing pornography; or
- v) any other unwelcome physical, verbal or non -verbal conduct of sexual nature;

The following circumstances if present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:-

- i) implied or explicit promise of preferential treatment in her employment; or
- ii) implied or explicit threat of detrimental treatment in her employment;
- iii) implied or explicit threat about her present or future employment status; or interference with her work or creating an intimidating or offensive or hostile work environment for her; or humiliating treatment likely to affect her health and safety.

REDRESSAL MEASURE INCLUDES THE FOLLOWING (for detailed information refer to website - Notification Act 2013)

- i) action for sexual harassment as a misconduct shall be in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in case of undergraduates & postgraduates the case shall be referred to Delhi University and Faculty of Medical Sciences respectively for necessary action.
- ii) It also mentions deduction, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved women or to her legal heirs, as it may determine, in accordance with the provisions of section 15 of the Act:

NOTIFICATION

In accordance with the Section 4(1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), it is hereby notified that an Internal Complaints Committee (ICC) for a period of not exceeding three years with immediate effect, has been re-constituted for the University College of Medical Sciences, its Departments/Sections etc. The Committee consists of the following :

1. Dr. Asha Tyagi, Dir. Professor, Deptt. of Anesthesiology	- Presiding Officer
2. Dr. Shukla Das, Dir. Professor, Deptt. of Microbiology	- Member
3. Dr. Anil Kohli, Dir. Professor, Deptt. of Forensic Medicine	- Member
4. Dr. Chandar Grover, Proessor, Deptt. of Dermatology	- Member
5. Dr. Manish Gupta, Professor, Deptt. of Physiology	- Member
6. Dr. Charu Jain, Asstt. Professor, Deptt. of Microbiology	- Member
7. Mrs. Geeta Chawla, Stenographer, Princiपाल Officer	- Member
8. Dr. Manpreet Kaur, In-charge, Library	- Member
9. Dr. Vinita Gupta, GDMO, St. Stephens Hospital	- Member
10. Mrs. Lata Lochav, Advocate, Delhi High Court	- Legal Advisor

Following students are also member of the Committee, if the matter relates to students :

11. Ms. Divya Garg	- 7 th Semester Student
12. Mr. Sujit Shah	- 8 th Semester Student
13. Ms. Ishita Salooja	- Final Year Student
14. Dr. Deepthi	- PG 2 nd Year, Deptt. of Forensic Medicine
15. Dr. Akansha Aggarwal	- PG 2 nd Year, Deptt. of Community Medicine

PRINCIPAL

Dr. Shukla Das

M.D., D.N.B., MNAMS.

Director Professor, Department of Microbiology, Room No. 308, UCMS & GTB Hospital, Dilshad Garden, Delhi -110095.

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Prevention Of Sexual Harassment at work Place

HEY MAMI SEXY!
SO FINE!
HOW YOU DOIN'?
COME OVER HERE!
HEY! WHAT'S YOUR SHORT NUMBER?
DAMN! GIRL!
SMILE!
MEET A MAN!
WOLF WOOF!

NO! (with a slash through it)

Don't take it
 Me too
 Don't do it

Stand up
 Speak up & Take Action

If you See Something Wrong

Name - MD. NIZAM KHAN
 B.Sc (MT) Radiography
 mob no. - 838379768
 2nd yr of Radiology.

Md. Niyaz

Sexual HARASSMENT IN THE WORK PLACE

COME OVER!
HOW YOU DOING?
LOOK I AM THE BOSS!
JUST AGREE DO YOU NEED OFF! PROMOTION!

STAND UP!
AGREE!
WOMEN!

WOMEN AT THE WORK PLACE ARE MEANT TO 'STAY', NOT TO 'SLAY'.

SEXUAL HARASSMENT HAS NO PLACE AT WORK PLACE, YOUR VOICE CAN MAKE THE DIFFERENCE.

- ENOUGH IS ENOUGH
- SPEAK UP
- NO EXCUSE
- NO MEANS NO
- UNACCEPTABLE
- NO FEAR
- END THE SILENCE

Harshit Verma

MY CLOTHES DO NOT DETERMINE MY CONSENT

Why are you getting so emotional!!
 MOODY
 You're wearing THAT?
 head's under my skirt MINE!! MINE!!
 She was asking for it!
 He is a minor!
 HOE (with a slash through it)
 NO! ENOUGH IS ENOUGH
 NO! ENOUGH IS ENOUGH
 NO! ENOUGH IS ENOUGH
 NO! ENOUGH IS ENOUGH

35000+ RAPE CASES
 ONLY ONE woman is raped in every 20 MINS

HOW DO I EXPLAIN THIS FEELING?
 Delay of justice is injustice

ANITA KR MODI

Shatter the silence. No MEANS No! Stop the violence...

HARRASSMENT
 behaviour
 bullying
 mobbing
 aggression
 abusive
 colleague discrimination
 gesture threatening career
 prevention of sexual Harassment

My Body is not a Public Place...

Speak out!

Job office
 manager
 coworker
 profession

Khyati Goyal



5. A gender sensitization session was held on 27th September 2022 for the non-teaching staff and safaikaramcharis.
6. Ms. Divya Garg 9th semester MBBS student participated in MEDICAMENTUM 2022 annual program at UCMS 9th-11th September 2022 and discussed gender related issues with the audience.

Thankingyou..

Sincerely

Dr. Shukla Das

Former ICC chairperson